

13 July 1999

MEMORANDUM FOR All New England District Employees

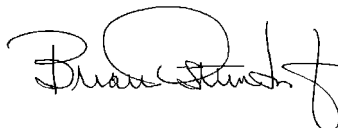
SUBJECT: District Engineer's Policy Statement on Equal Employment Opportunity and Diversity

1. I fully endorse the U.S. Army Corps of Engineers Policy for Equal Employment Opportunity (EEO). Equal employment opportunity is not only the law of the land, it makes this organization better. I expect everyone in the New England District to not only support but also to embrace efforts that provide full opportunity for any applicant to achieve their highest potential without regard to race, color, gender, religion, national origin, age or disability.

2. A diverse workforce is one of our most valuable assets. We gain immensely from the different perspectives that each member of the workforce provides. An organization that is set on being the nation's preeminent engineer organization must be able to draw from all of its resources in order to respond to an ever-changing and increasingly challenging business environment. Equal employment opportunity is not numbers and quotas; we must strive for full and diverse representation in the entire work force, at all levels of responsibility and authority. The result is better communications and teamwork, as well as the proper respect and consideration for others.

3. Everyone is responsible for complying with Equal Opportunity laws and regulations. Leaders have a special trust; they must create an environment where equal opportunity can flourish. Part of that environment must be a means to address issues of discrimination and unfair treatment. The complaint processing system must be available for use without fear of intimidation or reprisal. Any person who feels that he or she has not been afforded fair and equal treatment should first seek redress from his or her supervisor. If the supervisor is unable or unwilling to remedy the problem, or if an employee does not feel comfortable discussing the matter with the supervisor, then the employee should contact the Equal Employment Opportunity Officer for assistance. Ms. Dianna Rider, the EEO Officer, can be contacted at extension 78215.

4. Everyone in the New England District has an important role in fostering a climate in which diversity is encouraged and appreciated. We will all be better as a result.



BRIAN E. OSTERNDORF
COL, EN
Commanding